

Wisconsin Women's Council

New Board Member
Orientation

last updated
March 31, 2021

Contents

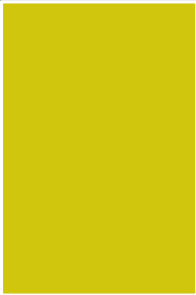
Office & Staff Contacts	3
2021 Board Meeting Schedule	4
2020-21 Work Areas	5
Board Travel Reimbursements	6
Board Meetings (process)	7
Mission & Guiding Principles	10
Agency Operations & Staff	14
Board Membership	17
Appointments/Members	18
Standards of Conduct	22
Open Meetings Law	24
Budget	25
Programs (Historical List)	30
Women's Council History	34
Connections Flow Chart	39

Welcome

Office & Staff
Contact Information



Office location:
Dept. of Administration Bldg.
101 East Wilson, 5th fl
Madison, WI 53703



Christine Lidbury
Executive Director
608-266-2219 (office)
608-334-0109 (mobile)
christine.lidbury@wi.gov



Patty Cadorin, Chair
WWCChair@gmail.com
*Board member contact
information is distributed at
Board meetings or it can be
provided upon request.*

Feel free to contact the Executive Director and/or the Chair if you have questions, concerns, suggestions, etc., about Council programs, operations or the Board. 3

2021 Board Meetings



The meeting schedule and location are set by the Board. Currently the Board meets the:

1st Wednesday quarterly from 10:30 am to 1:30 pm via Zoom

2021 Quarterly Board Meetings

March 3

June 2

September 1

December 1

Other specially scheduled meetings may be held during the year for board, event or program purposes.

Prior to the pandemic, meetings were held at the State Capitol in Madison. A list of Upcoming Meetings can always be found on the website click “About” then “Meetings”. [Click here](#)

2020-2021 Work Areas

Establishing Priority
Issues and Program
of Work Areas

2020-21 Program of Work

Health Disparities

- Women & Heart Health
- Mental Health & Wellness under COVID-19

Women in Public Life (elected office) with Averno College

Women's Business Ownership

Status of Women Research

Maintain Visibility & Partnerships

Priority areas/issues for the Council's program of work are typically set biennially by vote or affirmation (absent a quorum) at a scheduled Board meeting, with advice and counsel from the Executive Director. See "Board Meetings" section.

Board Travel

Mileage & Other
Reimbursements for
Board Official Travel

TRAVEL REIMBURSEMENT

Board Members are entitled to reimbursement for travel, and some pre-approved expenses (e.g. parking, meals, fees), for travel related to official Council activities, such as to and from board meetings.

MILEAGE

Calculated as miles between your home address and the meeting location. (estimate with Google maps using most direct route), irrespective of start and end points (if any) TIMES the State Rate, currently \$0.51/mile.

OTHER EXPENSES

Parking, tickets/fees, meals, for example, are based on specific rules. Always check with Christine in advance and save receipts.

SIGNED REQUEST FORM REQUIRED

Christine will provide the necessary forms and training.³³

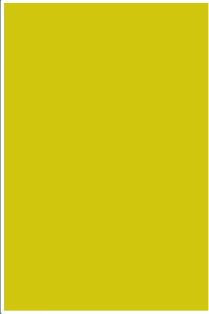
Board Meetings

Board Meetings

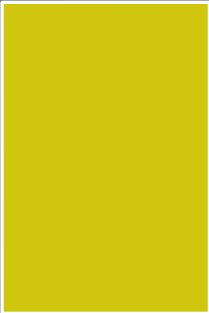
Meeting Participation & Quorums



Active participation on the Council is required of all members.



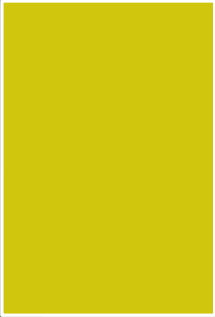
A quorum for conducting official business is eight (8) members. In the absence of a quorum, advisory votes may be solicited. Staff or others attending on behalf of a member do not count toward a quorum and do not vote.



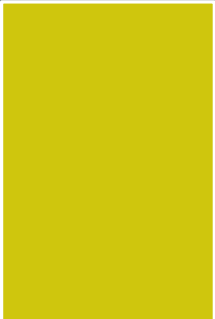
When the Council meets in person, members who cannot be physically present at a meeting may participate and vote via conference call or virtual format.

Board Meetings

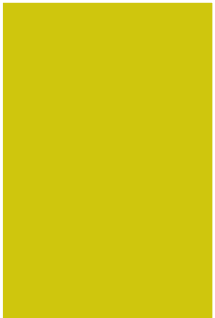
Meeting Agendas



The Executive Director drafts the agenda, which is then reviewed and approved by the Chair.



Members are invited to propose agenda items. Items should be submitted by email to the Executive Director at least two (2) weeks prior to the meeting date.



Women's Council meetings are Public Meetings subject to the Open Meetings Act.

The background of the slide features a series of vertical lines in various shades of blue and grey, creating a textured, forest-like effect. These lines vary in thickness and opacity, with some being more prominent than others. The lines are set against a light grey gradient background.

Mission and Guiding Principles

Statutory provisions and policy that govern the Council

Statutory Mission

Wisconsin Statutes
§ 16.01



In replacing a Governor's Commission, the new Women's Council was designed to be statutory and to involve the Governor and the Legislature.

To enhance the ability of all Wisconsin women to participate fully and equally in all aspects of life.

Work closely with public, private and not-for-profit groups to carry out this mission.

Purpose & Vision Statements

Drafted & adopted by
the Womens' Council
Board, 2005

PURPOSE (adopted by Board, 2005)

- The purpose of the Wisconsin Women's Council is to identify the barriers that prevent women in Wisconsin from participating fully and equally in all aspects of life, and to work closely with public, private and not-for-profit groups to develop long-term solutions to those inequities.

VISION STATEMENT

- The Wisconsin Women's Council is a respected public agency working with strategic partners to implement meaningful, targeted solutions that promote women's social and economic equity.

The Women's Council Shall ...

Provisions in the
Women's Council's
Authorizing Statute

Identify the barriers that prevent women in this state from participating fully and equally in all aspects of life

Work closely with all state agencies, including with the UW and technical college systems, private sector, and groups concerned with women's issues to **develop long-term solutions** to women's economic and social inequality.

Disseminate information on the status of women in this state.

Conduct statewide hearings on issues of concern to women.

Review, monitor and advise all state agencies regarding the impact upon women of current and emerging state policies, procedures, practices, laws and administrative rules

Recommend changes to the public and private sectors and **initiate legislation** to further women's economic and social equality and improve this state's tax base and economy.

The background of the slide features a series of vertical lines in various shades of blue and grey, creating a textured, forest-like effect. These lines vary in thickness and opacity, with some being more prominent than others.

Agency Operations

Operations and Staff

Agency Operations

Staff

Executive Director

Christine Lidbury
since 2004

One full-time staff person
Career Civil Service Position
Hired under a competitive
employment process

Christine's Resume Highlights:

'90-'94 Executive Office of the President
(Washington, DC)
'94-'99 OECD (Paris, France)
'99-'02 NYC Independent Budget Office
'02-'04 Rock County, Wisconsin

Agency Operations

Funding

As a state government agency, the Council is funded through General Purpose Revenues (GPR) in the Governor's Biennial Budget.

Supplemental funds are sought on occasion for specific projects and events.

Examples of outside funding:

BMO Harris Bank (Trailblazer Awards)

Women's Bureau, USDOL (Green Jobs Roundtable & "Fraud Busters" Financial Literacy Speaker Program)

WWBIC (Women's Business Roundtables)

Harley Davidson, Rockwell Automation, RW Baird, Alliant Energy (Girls & STEM)

The top half of the slide features an abstract background consisting of numerous thin, vertical lines in various shades of blue and grey, creating a textured, rain-like effect. A solid blue horizontal band spans the width of the slide, separating the abstract background from the title and footer.

Board Membership

Board Membership

15 Board Member
Appointments
Wisconsin Statutes
§ 15.107



Governor (7)
Governor's Designee
Chair
5 Public Members



Senate President (2)
& Majority Leader (2)
2 Senate Members (Maj. Leader)
2 Public Members (President)



Assembly Speaker (4)
2 Assembly Members
2 Public Members

Members serve 2-year staggered terms, except Designee (4-yr term). Members may continue to serve beyond the term of their appointment until their position is reappointed or they resign.

Board Membership

15 Board Member
Appointments
Wisconsin Statutes
§ 15.107

as of March 30, 2021

- **GOVERNOR**
- Ze Xiong Yang, Governor's Designee
- Patty Cadorin, Chair
- Lisa Armaganian
- Denise Hutchison
- Alderwoman Chantia Lewis
- Roselyn McFarland
- Nerissa Nelson
- **SENATE MAJORITY LEADER & PRESIDENT**
- Senator Janis Ringhand - D
- Vacant (Senate seat - R)
- Alicia Dorsett
- Amanda Roddy
- **ASSEMBLY SPEAKER**
- Representative Rachael Cabral-Guevara - R
- Vacant Representative Jodi Emerson – D (pending)
- Carrie Richards
- Vacant (public member seat)

Board Members

Officers: Chair &
Vice-Chair



The Chair is appointed by the Governor, the Vice Chair is elected by the Council.



The Vice-Chair fills in for the Chair, as needed, to run meetings and represent the Council.



The Chair serves as an ex-officio member of all committees.



Assist in the development of agendas for Council meetings.



Assist the Executive Director and other Members with Council agenda and goal-setting.



Provide assistance to the Executive Director as needed.

Board Membership

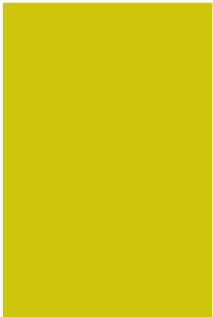
Agency policy
governing Board
Membership



No Council member may speak for the Council unless presenting a position officially adopted by the body.



When not officially representing the Council, members may mention their affiliation but must note that any views or comments are individual and not official.



Council letterhead and/or logo may only be used by members for communications related to positions officially adopted by the body. Clear with Chair.

Board Member Standards of Conduct

Rules & Regulations for
State Appointed
Board Members



As a Board Member you are a STATE PUBLIC OFFICIAL. Specific rules apply to your conduct. Please review the Official Guidelines linked below and summarized on the following page.

<https://docs.legis.wisconsin.gov/statutes/statutes/19/III/>

19.45 Standards of conduct; state public officials. #1-5

For questions, contact:

Wisconsin Ethic Commissions
website: ethics.wi.gov
608-266-8132



Board Members are required to submit an Oath of Office Form that is signed and notarized. If you have not submitted such a form or aren't sure, contact Christine. Board Members are also required to complete annual Open Meetings and Public Records trainings. Christine will inform members on scheduling, as available.

Board Member Standards of Conduct

19.42, Wisconsin Statutes

State Officials should not accept items for personal benefit or for the benefit of the official's immediate family or associated organizations, if offered because of their public position.

- Act officially in a matter in which s/he is privately interested.
- Use her/his public position for private benefit.
- Accept transportation, lodging, food, or beverage except as specifically authorized.
- Solicit or accept rewards or items or services likely to influence her/his official duties.
- Use confidential information to receive anything of value.
- Use her/his public position to obtain unlawful benefits.
- Enter into public contracts without notice.
- Charge a fee to represent a person before a state agency.
- Offer or provide influence in exchange for campaign contributions.
- Accept anything of pecuniary value from a lobbyist or from a lobbyist's employer.

Council Meetings

Open Meetings Law

The open meetings law requires that “all meetings of all state and local governmental bodies shall be publicly held in places reasonably accessible to members of the public and shall be open to all citizens at all times unless otherwise expressly provided by law.” Wis. Stat. § 19.81(2). There is a presumption that meetings of governmental bodies must be held in open session.



- (1) give advance public notice of each of meeting, and
- (2) conduct all business in open session (some specific exemptions allow for closed session).



Violation: “Walking Quorum” - a series of gatherings among smaller groups of Board Members, who agree, tacitly or explicitly, to act uniformly in numbers to reach a quorum.



Violation: Out-of-meeting communications among a quorum of Board Members, such as by mail or telephone, outside of a publicly noticed meeting. Don't “REPLY ALL!”

The background of the slide features a series of thin, vertical, light blue lines of varying heights and positions, creating a textured, rain-like effect. A solid teal horizontal bar spans the width of the slide, positioned below the abstract background and above the footer. The word "Budget" is written in a large, white, sans-serif font with a thin black outline, centered within the teal bar.

Budget

The Council's annual operating budget for agency administration and programs.



Operating & Programs

\$28,000

Fiscal Year (FY) 2017

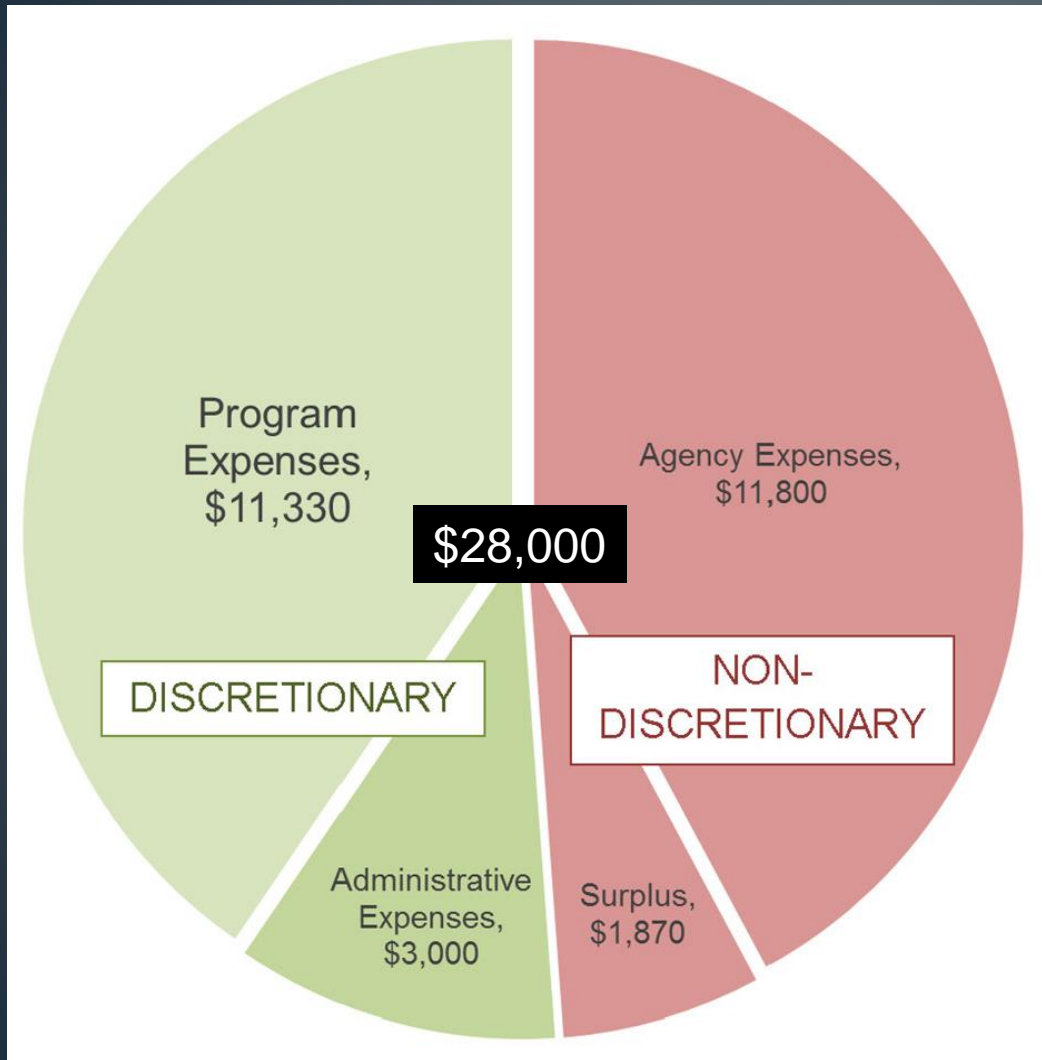
Annual Budget Allocation
\$28,000

General Purpose Revenues
(GPR) = tax revenue
Funds expire annually

For the purposes of
Agency Administration
Direct Program Expenses

*Does not include employee costs
such as salary and benefit expenses.*

2019



Discretionary spending is the amount the budget that is available to spend on non-essential (or non-mandated) agency administration and for funding Council programs.

Non-discretionary spending is the amount of the budget that is not available for general spending and is set by contract or law and not at the Council's day-to-day discretion.

2019
Non-Discretionary Spending
\$13,670 or 49% of annual budget

Custodial Assistance,
\$70 , 1%

Legal Notices,
\$100 , 1%

Data Processing,
\$300 , 2%

Equip Insurance,
\$400 , 3%

Board
Travel,
\$900
8%

DOA Cost
Allocations,
\$4,355
37%

Rent,
\$5,700 ,
48%

- Rent
- DOA Cost Allocations
- Board Travel
- Equip Insurance
- Data Processing
- Legal Notices
- Custodial Assistance



State Operations (non-UW) \$2,583,600,000

Women's Council \$145,000

= 0.006% or six thousandths' percent of the State Operations budget

The top half of the slide features an abstract background consisting of numerous thin, vertical lines in various shades of blue and grey, creating a textured, forest-like effect. A solid blue horizontal band spans the width of the slide, separating this top section from the content area below.

Programs

The Council's agenda and priority work areas

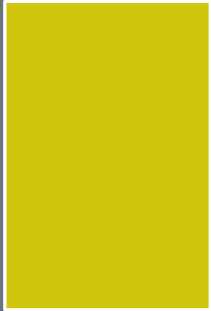
Web site & Social Media



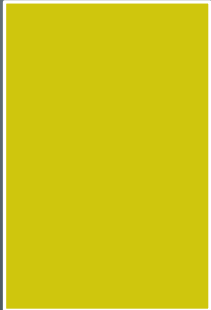
WomensCouncil.wi.gov
WomenVoteWI.wi.gov

[Facebook](#) & [Twitter](#)
[@WIWomen](#)

#WIWomen #WomenVoteWI
#WITrailblazer #WIWomenInBiz



Board Members are listed on the web site under the link “[Meet the Council](#)”. Listing for each member includes a photo and bio that are provided by the Council member.



Board Members are welcome to suggest content for the web site and social media. Concerns about content should be sent to the Exec. Dir. or Chair.

Historical List of Priority Work Areas

(2007-present)

1. Economic Self-Sufficiency

- Annual wage gap/econ reports
- Displaced homemakers grant review
- Girls & STEM/LEAP Conferences
- Green Jobs Roundtable (WB)
- WI DCF Poverty Summit
- Women & Poverty Reports (original research)

2. Women's business ownership

- Women's Business Certification Creation
- Governor's Trailblazer Awards (est.2007)
- WBE Fact Sheets & Forums
- WBE Roundtables w/ Lt. Governor
- WBE Conferences/Events (sponsor)

3. Safety from Violence

- Conferences & events (sponsor)
- *Human Trafficking Happens Here* w/DOJ statewide tour – community engagements

4. Women's mental health issues & stigma reduction

- Lt. Governor's Task Force & Report
- Services for Vets Webinar (WB/DVA)

5. Access to Afford. Quality Child Care

- Partners on YoungStar program w/ DCF
- Strongest Links Conferences w/ DCF

6. Financial Literacy

- Financial Tips Brochure
- Fraud Awareness Programs
- Expert committee develop website & materials
- Online Resource Directory

7. Women in Elected Office

- Research/Reports/Factsheets/Media
- The only organization in Wisconsin to track and benchmark women in state and local elected office (2005 – present)

8. Women and Family Caregiving

- Community engagement, education and listening sessions – statewide tour w/ DHS

DCF – WI Dept. of Children & Families

DHS - WI Dept of Health Services

DOJ – WI Dept. of Justice, Crime Victims Council

DVA – WI Dept. of Veterans Affairs

LEAP – Learn, Earn And Prosper

MATC – Madison Area Technical College

WB – Women's Bureau, US Dept. of Labor

WBE - Women's Business Enterprise

• Wisconsin Women's Political Firsts •

• Wisconsin Women's Political Firsts •

Wisconsin
first State to ratify
19th Amendment
Giving Women the Vote

The Wisconsin Women's Suffrage Association was formed 50 years earlier, in 1869—the year the Wisconsin legislature passed a law allowing women to run for school boards and other elective school offices, though they still could not vote in school board elections until 1884!

Wisconsin Historical Society, 1905-1929
Political Equality League, Milwaukee
used with permission



Dena Smith
first woman to serve as
WI State Treasurer

Initially appointed to the vacancy caused by her husband's death, she was elected to the office in 1960 becoming the first woman elected to a statewide constitutional office in Wisconsin.

Virginia Hart
first woman appointed to a
Governor's Cabinet Post
Appointed as Secretary of the
Department of Regulations
and Licensing.

Photo: WI Office of State Employment
Relations Web Site

Barbara Thompson
first woman elected as
State Superintendent
of Education



Shirley Abrahamson
first woman to serve as
WI Supreme Court
Justice



Vel Phillips
first woman elected as
WI Secretary of State

And, the first African-American woman in the nation elected to a statewide office.
Earlier in her career, she was the first woman and first African-American elected to the Milwaukee City Council (1956), and the first black woman to serve as a judge in WI (1971).

Milwaukee Journal Sentinel Photo
used with permission

Senator
Susan Engelleiter
first woman to serve as
Senate Minority
Leader



Justice
Shirley Abrahamson
After two decades on
the Court, becomes the
Chief Justice of the
WI Supreme Court



Senator
Margaret Farrow
first woman to serve as
Lieutenant Governor

Senator
Mary Panzer
first woman to serve as
Senate Majority
Leader



JoCasta Zamarripa
first Latina elected to
WI State Legislature,
elected to the State
Assembly

Representative
Pat Strachota
first woman to serve as
Assembly Majority
Leader



Carolyn Stanford Taylor
first African American
woman to serve as
WI State Superintendent
of Public Instruction

1919

1957

1973

1976

1979

1985

1996

2001

2003

2011

2014

2019

1925



Mildred Barber
Helen Brooks
Helen Thompson
first women elected to the
WI State Legislature
elected to the State Assembly
Originally called "Assemblymen"
like their male colleagues, the
official title for all members
was changed to "Representative
to the Assembly" in 1969.

Governor's Commission on
the Status of Women
established
Kay Clarenbach, Chair

The Commission followed the
WI Conference on the
Changing Status of Women
and remained in existence
from 1964 to 1989.

Nationally, Kay Clarenbach
was instrumental in the
creation of the National
Organization for Women
(NOW) and the National
Women's Political Caucus.

Kathryn Morrison
first woman elected to
WI State Senate



Wisconsin State Journal Photo
used with permission

Marcia Coggs
first African-American
woman elected to
WI State Legislature,
elected to the State Assembly

Pictured 4th from the right below.



Wisconsin
Women's Council
formed as a state agency

The Council has a 15-
member board appointed
by the Governor and
Legislative Leadership.



Women's Council Archives

1987

Representative
Betty Jo Nelson
first woman to serve as
Assembly Minority
Leader



Tammy Baldwin
first woman elected to
U.S. Congress from
WI, elected to the U.S.
House of Representatives
Previously, served in
WI State Assembly
(1992-1998)

Representative
Shirley Krug
first woman to serve as
Democratic Assembly
Minority Leader

Barbara Lawton
first woman elected as
Lieutenant Governor

Peg Lautenschlager
first woman elected as
WI Attorney General



Gwen Moore
first African-American
woman elected to
U.S. Congress from WI,
elected to the U.S. House
of Representatives

Previously, served in WI
State Assembly and State
Senate (1989 to 2004)
Senator Judy Robson
first woman to serve as
Democratic Senate
Minority Leader (2004)
and Majority Leader
(2007).

Senator Mary Lazich
first woman to serve as
Senate President



Congresswoman
Tammy Baldwin
After seven terms in
the U.S. House of
Representatives, is the
first woman elected to
U.S. Senate from WI

Wisconsin Women's Council



www.womenscouncil.wi.gov

When Seeking Status for Women

It's No Time to Be Ladylike

WISCONSIN STATE JOURNAL-OCTOBER, 1965

By ANDREW TULLY
WASHINGTON — Those professional females who are always yelping about something called women's rights seem to be going crazier than usual this summer. Encouraged by our vote-seeking politicians, they are now wondering out loud whether those "help wanted" ads discriminate against their sex.

"As long as we sit still in a ladylike way and fail to demand changes, changes are not likely to come about," Miss Clarenbach said.

She told the 400 men and women to return to their state legislatures with minimum wage proposals and to "beard the city council—or better still—get on it" and pass some day care legislation.

History

How the Women's Council came to be created ...

Wisconsin's Governor's Commission on the Status of Women (1964-1979)

- Following President Kennedy's Commission on the Status of Women, Governor John Reynolds was approached by a group of Wisconsin women to create a state commission for Wisconsin.
- In 1964, a 34-member citizens commission was created by Executive Order. The Wisconsin Commission on the Status of Women (WCSW) was charged with investigating the conditions and quality of life of Wisconsin women and to work toward substantive changes to improve their status and ability to participate in society.
- Kay Clarenbach chaired the commission through its existence; Norma Briggs served as Executive Director.
- WCSW's first report, Wisconsin Women (1965), included recommendations on education, family, employment, citizen participation and legal rights. WCSW also issued publications on women and the law, marital property, credit, careers and a directory of women's organizations and resources.
- In 1979, Governor Dreyfus abolished the commission.

Kathryn (Kay) Clarenbach

“Kay Clarenbach has succeeded in becoming one of the country’s top feminists without losing her femininity.” Milwaukee Sentinel, Feb 6, 1969.

In the early 1960s, Kay Clarenbach (UW-Extension and UW-Madison) had the idea for a statewide Governor's Commission on the Status of Women. At Governor Reynolds' (1963-1965) request, Kay chaired the planning conference and later served as the Chair throughout the Commission's life.



In 1966, Kay became one of the founders of the National Organization for Women (NOW) – participating in the first meeting which was held in Betty Friedan's hotel room – and was elected as NOW's first Board Chair.

While leading the charge for the creation of the Wisconsin Women's Council, she also founded the National Women's Political Caucus and the Wisconsin Women's Network.

Wisconsin Women's Council (1983 - Present)



The Wisconsin Women's Council was established by Gov. Tony Earl through Executive Order 5, issued February 1, 1983 and established in statute in 1983 Wisconsin Act 27.

Leadership History

The Women's Council has operated
under six Governors:

Gov. Tony Earl

Gov. Tommy Thompson

Gov. Scott McCallum

Gov. Jim Doyle

Gov. Scott Walker

Gov. Tony Evers

and six Board Chairs:

Sarah Harder (1985-1988)

Susan Vergeront (1989-1990)

Margaret Farrow (1991-2000)

Mary Jo Baas* (2001-2004)

Kristine Martinsek (2004-2011)

Mary Jo Baas^ (2011-2019)

Patty Cadorin (2019 – present)

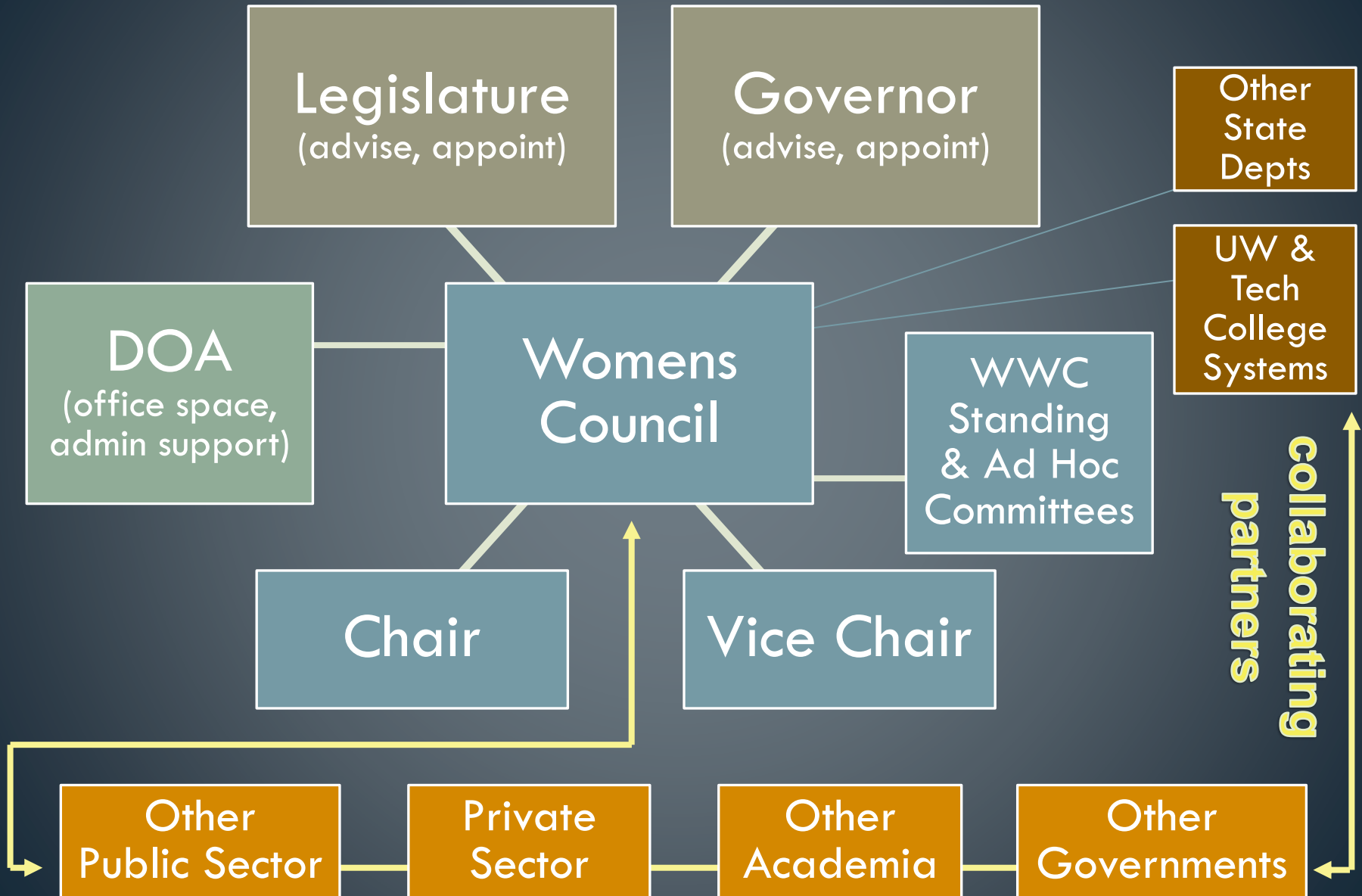
An historical list of Women's Council Board Members from 1983 to the present is available on the website under the links "About" then "History". [Click here](#)

The background of the slide features a series of vertical lines in various shades of blue and grey, creating a textured, forest-like appearance. These lines vary in thickness and are set against a light grey gradient background.

Connections

The Council has broad authority to partner with a wide variety of organizations.

Women's Council Partners Flow Chart



QUESTIONS? If you have questions or would like me to review these materials with you, please contact me at 608-334-0109 (mobile) or christine.lidbury@wi.gov.